

**BRISTOL WARREN REGIONAL
SCHOOL COMMITTEE MEETING
MONDAY, FEBRUARY 10, 2014**

The bi-monthly meeting of the Bristol Warren Regional School Committee was held on Monday, February 10, 2014, in the cafeteria of Mt. Hope High School, 199 Chestnut Street in Bristol, RI. The Chairperson, Paul Silva, called the meeting to order at approximately 7:01 PM.

Present: Paul Silva, Chair; Karen A. Lynch, Secretary; Susan Rancourt, Treasurer; Marjorie McBride, William O'Dell, John P. Saviano and Lynn Wainwright; Melinda L. Thies, Superintendent; Mario J. Andrade, Assistant Superintendent; Mary Almeida, Director of Literacy; Leslie Anderson, Director of Pupil Personnel; Pauline Silva, Director of Administration and Andrew Henneous, Esq., District Solicitor

Deployed: John Bento, Vice-chair

Absent: Diana Campbell

OPENING BUSINESS

All present were invited to recite the Pledge of Allegiance to the Flag.

PUBLIC COMMENT / PUBLIC FORUM

None.

Chairman Silva stated it was not necessary to conduct an executive session at the beginning of the meeting.

SUPERINTENDENT'S RECOMMENDATION:

RECOMMENDATION #S2014-05: Personnel-Layoffs/Notices of Non-Renewal

Chairman Silva stated for the record the following amendment to the Consent Agenda: “#4 from Section C will become #56 in Section A”

Mrs. Thies clarified that the employee this amendment concerns would not be eligible for recall.

MOTION: Mr. Saviano made a motion to approve the Consent Agenda as amended; seconded by Mrs. McBride. The motion passed unanimously.

S2014-5 A-D: CONSENT AGENDA – PERSONNEL

A. SUSPENSION, NON-RENEWAL AND/OR TERMINATION OF CERTIFIED PERSONNEL: Based on the uncertainty of sufficient

Federal, State and local funding for general and categorical programs for the 2014-15 school year, and program reductions, consolidation of classes, re-alignment of staff and elimination of positions to more efficiently and effectively use the school system's assets and to meet the needs of students, the Superintendent recommends to the School Committee the termination/ non-renewal of the following listed personnel effective the last day of the 2013-14 school year:

[55 56 Certified Staff]

B. SUSPENSION, NON-RENEWAL AND/OR TERMINATION OF CERTIFIED PERSONNEL: The Superintendent recommends to the School Committee the termination/non-renewal, effective the end of current assignment and/or the last day of the 2013-14 school year, whichever occurs first, of the following listed teachers due to the return of teachers from leaves of absence and/or the non-renewal of the limited contracts:

[4 Certified Staff]

C. SUSPENSION, NON-RENEWAL AND/OR TERMINATION OF CERTIFIED PERSONNEL: Based on the Superintendent's belief that there exists more qualified teachers available for their positions and/or teachers who are a better fit for the District, the Superintendent recommends to the School Committee the termination/non-renewal of the following listed non-tenured

personnel effective the last day of the 2013-14 school year:

[4 3 Certified Staff]

D. SUSPENSION, NON-RENEWAL AND/OR TERMINATION OF CERTIFIED PERSONNEL: The Superintendent recommends to the School Committee the termination/non-renewal, effective the last day of the 2013-14 school year, of the following listed teacher due to an ineffective evaluation rating for the 2012-13 school year, failing to make the necessary performance related improvements while on a performance improvement plan for the 2013-14 school year and failure to meet the District's standards and applicable laws, school committee policies, rules and regulations, including, but not limited to, the BEP:

[1 Certified Staff]

The State of Rhode Island law requires that layoff notices be issued by March 1st. This cut-off date results in a larger number of layoff notices because the school's budget for the upcoming academic year is not finalized by March 1st. Chairman Silva stated the amount of layoffs does not reflect the schools opinion of the employees. He further said many of the people receiving layoff notices are great instructors. Chairman Silva stated the School Department is simply following a procedure within the constraints of the Rhode Island Law mandating a March 1st cut-off date for layoff notices. Mrs. McBride

reiterated her frustration with the March 1st layoff cut-off date saying it causes undo worry for those employees receiving notices.

RECOMMENDATION #S2014-06: That the School Committee, upon the recommendation of the Superintendent, dismiss tenured employee.

MOTION: Mrs. McBride made a motion to dismiss tenured employee; seconded by Mr. Saviano. The motion passed unanimously.

AGENDA FOCUS

Guiteras School Presentation

Ms. Whipp showcased Guiteras School through a slide presentation. Some highlights from her presentation included:

- NECAP percentages for the 2011-2012 academic year for reading and math – 80%**
- Attributes of Guiteras Staff**
- Attributes of Guiteras students**
- Attributes of Guiteras parents**
- Types of learning environments**
- Guiteras Community Partnerships**
- Guiteras Parent Teacher Organization**
- Guiteras Performing Arts Committee (GPAC)**
- Guiteras School Green Team**
- Bristol Warren Education Foundation Grants**

Chairman Silva thanked Ms. Whipp for sharing about Guiteras School.

Superintendent's Goals

Chairman Silva stated that the Superintendent's Goals were emailed to the School Committee members prior to the meeting to afford an opportunity for addressing questions and concerns with the Superintendent. Chairman Silva said the Superintendent's Goals were included on the agenda to allow for any additional questions that were not addressed earlier. Chairman Silva asked the members if there were additional questions or comments. There were no further questions at this time.

Mrs. Thies stated that the Superintendent's Goals as written reflect a mid-year update. Mrs. Thies stated she is constantly monitoring her own goals. She will update the Superintendent's Goals later in the spring when more information is available.

CHAIRPERSON'S INITIATIVES:

Chairman Silva stated that a homeschool presentation will be given by Dr. Andrade and Mr. Hennous at the next School Committee Workshop scheduled for March 10, 2014.

Mrs. Wainwright expressed a concern about the recent headline stories regarding heroin use, overdoses and the prevalence of drugs.

She also mentioned the recent drug-related arrests which have occurred in Bristol recently. She asked if there are drug concerns within the Bristol Warren School District and whether this would warrant a drug awareness presentation.

Chairman Silva responded that he believes that School Committee members, administrators and staff have concerns about the drug issues in the community. Chairman Silva said he will meet with the Superintendent and Assistant Superintendent to discuss the possibility of a drug awareness presentation.

Mrs. Thies commented that last year NBA player, Chris Herren, spoke to the high school students about his past struggles with addiction. He is an inspiring speaker who tells his personal story and delivers in a way where students can understand the message. Mrs. Thies said Mr. Herren's presentation was well-received. Mrs. Thies stated there is grant funding available to bring Mr. Herren back in the 2013-2014 academic year to speak to the middle school level.

Mrs. Thies stated that the School Department is greatly concerned about the use of heroin and the availability of drugs within the community and country. Mrs. Thies is in ongoing communication with the police departments of both Bristol and Warren where a good working relationship has been established.

EXECUTIVE SESSION – 7:44 PM

Pursuant to Open Meeting Laws 42-46-5(a)(2) for the following:

1. Litigation/Update Bristol Warren Regional School District v. Town of Warren, CA No. 12-4653

Chairman Silva stated that no action will be taken in Executive Session. The School Committee will only resume open session to adjourn the meeting.

MOTION: At 7:44 p.m. Mr. Saviano made a motion to go into Executive Session; seconded by Mrs. Lynch. The motion passed unanimously.

MOTION: At 8:02 p.m. Mrs. McBride made a motion to adjourn Executive Session; seconded by Mr. Saviano. The motion passed unanimously.

ADJOURNMENT – 8:09 PM

MOTION: At 8:09 PM Mrs. McBride motioned to adjourn the meeting; seconded by Mr. Saviano. The motion passed unanimously.

Respectfully submitted,

Karen A. Lynch, Secretary

/kd